



City of West Lafayette Notice of Nondiscrimination

Grievance Procedure

Any person who believes that he or she as a member of a protected class, has been discriminated against based on race, color, national origin, gender, age, disability, religion, low income status, or limited English Proficiency in violation of Title VI of the Civil Rights Act of 1964, as amended and its related statutes, regulations and directives, Section 504 of the Vocational Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, the Civil Rights Restoration Act of 1987, as amended, and any other Federal nondiscrimination statute may submit a complaint. A complaint may also be submitted by a representative on behalf of such a person.

It is the policy of the City of West Lafayette to conduct a prompt and impartial investigation of all allegations of discrimination and to take prompt effective corrective action when a claim of discrimination is substantiated.

No one may intimidate, threaten, coerce, or engage in other discriminatory conduct against anyone because they have taken action or participated in an action to secure rights protected by the civil rights laws. Any individual alleging such harassment or intimidation may submit a complaint by following procedures printed below.

Any individual who feels that he or she has been discriminated against may submit a written or verbal complaint. The complaint may be communicated to any City Employee or Department Head, or the City's Title VI Coordinator. The complaint should be submitted within 180 days of the alleged discrimination. Complaint forms may be found in each City Department. Individuals are not required to use the City's complaint form. If necessary, the City will help an individual reduce his or her complaint to writing for his or her signature.

Generally, a complaint should include the name, address, and telephone number of the individual complaining (complainant) and a brief description of the alleged discriminatory conduct including the date of harm. An individual submitting a complaint alleging discrimination may include any relevant evidence, including the name of witnesses and supporting documentation.

Title VI and ADA complaints should be directed to:

Diane Foster, PHR, SHRM-CP
Title VI Program Manager
Human Resource Director
Margerum City Hall
222 N. Chauncey Avenue, West Lafayette, IN 47906
dfoster@westlafayette.in.gov

Within 60 days of the receipt of the complaint the City of West Lafayette will conduct an investigation of the allegation, based on the information provided, and issue a written report of its findings to the complaint. The City of West Lafayette will try to obtain an informal voluntary resolution to all complaints at the lowest level possible.

A complainant's identity shall be kept confidential except to the extent necessary to conduct an investigation. All complaints shall be kept confidential.

These procedures do not deny the right of any individual to file a formal complaint with any government agency or affect an individual's right to seek private counsel for any complaint alleging discrimination.

Complaints may also be filed with the following agencies:

Indiana Department of Transportation
Economic Opportunity Division
100 N. Senate, Room N750
Indianapolis, IN 46204
Phone: 317.233.6511
Fax: 317.233.0891

Indianapolis District EEOC Office
101 West Ohio Street, Ste 1900
Indianapolis, IN 46204
Phone: 800.669.4000
Fax: 317.226.7953
TTY: 1.800.669.6820

Indiana Civil Rights Commission
100 N. Senate Ave., Room N103
Indianapolis, IN 46205
Toll Free: 1.800.628.2909
Phone: 317.232.2600
Fax: 317.232.6560
Hearing Impairment: 1.800.743.3336